



# NEWS RELEASE

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IMMEDIATE RELEASE July 9, 1994

### SECRETARY OF DEFENSE PERRY APPROVES PLAN TO OPEN NEW JOBS FOR WOMEN IN THE MILITARY

Secretary of Defense William Perry announced today the Services will open more than 80,000 additional positions to women, effective October 1, 1994. As a result, 92% of the career fields and over 80% of the total jobs in the Department will now be open to women. In approving the recommendations of the Service Secretaries, Secretary Perry stated, "Our overarching goal is to maintain a high quality, ready and effective force. By increasing the numbers of units and positions to which women can be assigned, the Military Services gain greater flexibility in the development and use of human resources. I am confident that these policy changes will further enhance the already high state of readiness of our Armed Forces while at the same time expand the opportunities for women in the military. I commend you for your efforts."

These proposals were submitted as the result of the Department rescinding the Risk Rule and the Services applying the Direct Ground Combat definition and assignment rule that were announced in a January 13, 1994, policy memorandum.

As a result of the Secretary's decision, the Army will open approximately 32,700 positions in the active and reserve component forces. The Marine Corps will open more than 48,000 new positions to women, including assignments on combatant vessels. Units and positions opened include Army Brigade and Marine Corps Air/Ground Task Force (MAGTF) Headquarters, Air Defense Artillery Battalion Headquarters and various other combat support and combat service support positions.

With these policy changes, 67% of the jobs in the Army and 62% of the jobs in the Marine Corps will now be open to the assignment of women. In terms of career fields, 91% of the Army will be open to women, 96% of the Navy, 93% of the Marines and 99% of the Air Force. Prior to this, 61% of Army and 33% of Marine Corps positions were open. With the Congressional repeal of the Combat Aviation and Combatant Vessel Exclusion Laws, 99.7% of positions in the Air Force and 94% of positions in the Navy are already open to women.

Attached are: (1) Secretary Perry's memorandum approving the Services' proposals, (2) the April 28, 1993, memorandum on the Assignment of Women in the Armed Forces, (3) the January 13, 1994, memorandum on the Direct Ground Combat Definition and Assignment Rule and (4) statistics on the number and percentage positions open in each Service.

-END-



THE SECRETARY OF DEFENSE

WASHINGTON, DC 20301-1000

28 JUL 1994

1762

MEMORANDUM FOR SECRETARY OF THE ARMY  
SECRETARY OF THE NAVY  
SECRETARY OF THE AIR FORCE  
UNDER SECRETARY OF DEFENSE (PERSONNEL AND  
READINESS)

SUBJECT: Application of the Definition of Direct Ground Combat and Assignment Rule

I approve each Service's proposal to open additional positions to women. In our review of the assignment of women, our overarching goal has been to maintain a high quality, ready and effective force. By increasing the number of units and positions to which women can be assigned, the Military Services gain greater flexibility in the development and use of human resources. With this flexibility, the Services can expand their recruiting base, making it easier to find high quality people, and ensure that the best qualified person is assigned to each position.

Thus, our actions will enhance the military and advance the cause of equal opportunity.

*William J. Perry*

cc:  
Chairman, Joint Chiefs of Staff  
Chief of Staff of the Army  
Chief of Staff of the Navy  
Chief of Staff of the Air Force  
Commandant of the Marine Corps



THE SECRETARY OF DEFENSE  
WASHINGTON, THE DISTRICT OF COLUMBIA

1763

April 28, 1993

MEMORANDUM FOR THE SECRETARY OF THE ARMY  
SECRETARY OF THE NAVY  
SECRETARY OF THE AIR FORCE  
CHAIRMAN, JOINT CHIEFS OF STAFF  
ASSISTANT SECRETARY OF DEFENSE  
(FORCE MANAGEMENT AND PERSONNEL)  
ASSISTANT SECRETARY OF DEFENSE  
(RESERVE AFFAIRS )

SUBJECT: Policy On The Assignment Of Women In The Armed Forces

As we downsize the military to meet the conditions of the post-Cold War world, we must ensure that we have the most ready and effective force possible. In order to maintain readiness and effectiveness, we need to draw from the largest available talent pool and select the most qualified individual for each military job.

Throughout our nation's history, women have made important contributions to the readiness and effectiveness of our armed forces. Their contributions to the nation's defense have been restricted, however, by laws and regulations that have excluded them from a large number of important positions.

The military services, with the support of Congress, have made significant progress in recent years in assigning qualified women to an increasingly wide range of specialties and units. Two years ago, Congress repealed the law that prohibited women from being assigned to combat aircraft. It is now time to implement that mandate and address the remaining restrictions on the assignment of women.

Accordingly, I am directing the following actions, effective immediately.

- A. The military services shall open up more specialties and assignments to women.
  - 1. The services shall permit women to compete for assignments in aircraft, including aircraft engaged in combat missions.

2. The Navy shall open as many additional ships to women as is practicable within current law. The Navy also shall develop a legislative proposal, which I will forward to Congress, to repeal the existing combat exclusion law and permit the assignment of women to ships that are engaged in combat missions.

3. The Army and the Marine Corps shall study opportunities for women to serve in additional assignments, including, but not limited to, field artillery and air defense artillery.

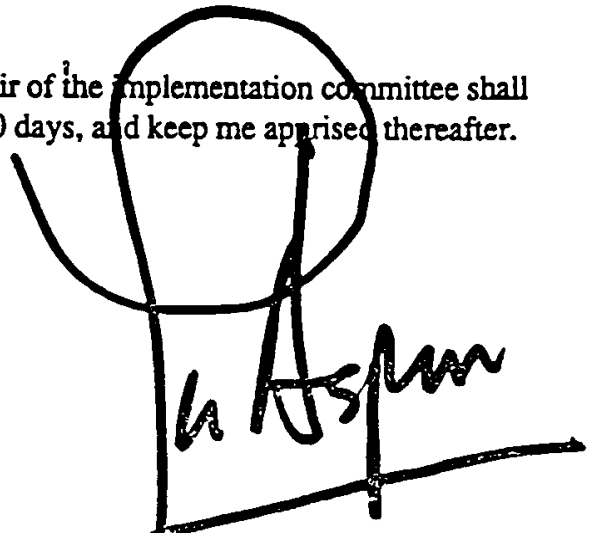
4. Exceptions to the general policy of opening assignments to women shall include units engaged in direct combat on the ground, assignments where physical requirements are prohibitive and assignments where the costs of appropriate berthing and privacy arrangements are prohibitive. The services may propose additional exceptions, together with the justification for such exceptions, as they deem appropriate.

B. An implementation committee shall be established to ensure that the policy on the assignment of women is applied consistently across the services, including the reserve components.

1. The committee shall be chaired by the Deputy Assistant Secretary for Military Manpower and Personnel Policy, and should include the Deputy Chiefs of Staff for Personnel of the Services and the Director of Manpower and Personnel of the Joint Staff.

2. Consistent with my emphasis on readiness and effectiveness, the committee shall review and make recommendations to me about the services' parental and family policies, pregnancy and deployability policies, and the appropriateness of the "Risk Rule."

The Service Secretaries and the chair of the implementation committee shall report their progress and plans to me in 30 days, and keep me apprised thereafter.

A large, stylized handwritten signature in black ink, appearing to read "H. Aspin". The signature is written over the bottom right portion of the typed text.



THE SECRETARY OF DEFENSE  
WASHINGTON, DC 20301-1000

January 13, 1994

1765

MEMORANDUM FOR THE SECRETARY OF THE ARMY  
SECRETARY OF THE NAVY  
SECRETARY OF THE AIR FORCE  
CHAIRMAN, JOINT CHIEFS OF STAFF  
ASSISTANT SECRETARY OF DEFENSE  
(PERSONNEL AND READINESS)  
ASSISTANT SECRETARY OF DEFENSE  
(RESERVE AFFAIRS)

SUBJECT: DIRECT GROUND COMBAT DEFINITION AND ASSIGNMENT RULE

References: (a) SECDEF memo, April 28, 1993  
(b) SECDEF memo, February 2, 1988  
(c) FY94 National Defense Authorization Act

My memorandum dated April 28, 1993, directed the Military Services to open more specialties and assignments to women and established an Implementation Committee to ensure that those policies are applied consistently. I also charged the Committee to review and make recommendations on several specific implementation issues.

The Committee has completed its first such review, that of the "appropriateness of the 'Risk Rule'", reference (b), and concluded that, as written, the risk rule is no longer appropriate. Accordingly, effective October 1, 1994, reference (b) is rescinded.

My memorandum restricted women from direct combat on the ground. The Committee studied this and recommended that a ground combat rule be established for assignment of women in the Armed Forces. Accordingly, the following direct ground combat assignment rule, and accompanying definition of "direct ground combat," are adopted effective October 1, 1994 and will remain in effect until further notice.

A. Rule. Service members are eligible to be assigned to all positions for which they are qualified, except that women shall be excluded from assignment to units below the brigade level whose primary mission is to engage in direct combat on the ground, as defined below.

B. Definition. Direct ground combat is engaging an enemy on the ground with individual or crew served weapons, while being exposed to hostile fire and to a high probability of direct physical contact with the hostile force's personnel. Direct ground

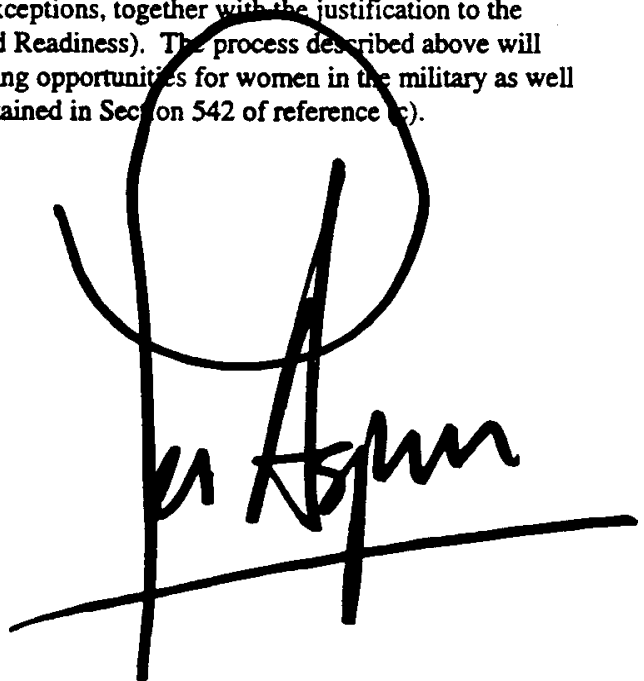
combat takes place well forward on the battlefield while locating and closing with the enemy to defeat them by fire, maneuver, or shock effect.

The Services will use this guidance to expand opportunities for women. No units or positions previously open to women will be closed under these instructions.

The Services will provide the Assistant Secretary of Defense (Personnel and Readiness), not later than May 1, 1994, with lists of all units and positions closed to women and their proposed status based on implementation of this policy. These lists will be arrayed in three columns: jobs currently closed that are proposed to be opened, jobs currently closed that are proposed to remain closed, and a column justifying each entry. The proposed changes will be reviewed by the Implementation Committee and the Assistant Secretary of Defense (Personnel and Readiness). The Services will then coordinate approved implementing policies and regulations with the Assistant Secretary of Defense (Personnel and Readiness) prior to their issuance. These policies and regulations may include the following restrictions on the assignment of women:

- where the Service Secretary attests that the costs of appropriate berthing and privacy arrangements are prohibitive;
- where units and positions are doctrinally required to physically collocate and remain with direct ground combat units that are closed to women;
- where units are engaged in long range reconnaissance operations and Special Operations Forces missions; and
- where job related physical requirements would necessarily exclude the vast majority of women Service members.

The Services may propose additional exceptions, together with the justification to the Assistant Secretary of Defense (Personnel and Readiness). The process described above will enable the Department to proceed with expanding opportunities for women in the military as well as comply with the reporting requirements contained in Section 542 of reference (c).

A large, hand-drawn circle is positioned over the signature. The signature itself is written in a cursive, handwritten style. A horizontal line is drawn across the bottom of the signature.

# Positions Opened Since April 1993

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Service	Phase I: Open Combat Aviation and Expanded Naval non-combatants Apr 28, 1993	Phase II: Open Combatant Vessel	Phase III: Open Ground Assignments	Totals
Army *	9,000	-	32,699	41,699
Navy	8,920	136,580	-	145,500
Air Force *	13,000	-	-	13,000
Marine Corps	**11,000	-	***48,000	59,000
DoD Total	41,920	136,580	80,699	259,199
* The Army and Air Force numbers include Active Duty, National Guard and Reserve numbers. The Navy and Marine Corps numbers do not.				
** Reflects the opening of combat aviation and force structure changes.				
*** Reflects the opening of combatant vessels and ground assignments.				

USD(P&R) 7/28/94